An Improved Evaluation of College Students' Decision-making Behavior Based on Online Survey: Improving Management Performance through Network

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Abstract

Along with the popularization of network education, more and more college students study and work through the network. Through the network platform and database technology, teachers can effectively improve the efficiency of college student's management and education. In this paper, we make an empirical analysis to test the college students' decision-making behavior by using online survey, the result shows that decision making style will indirectly affect the career decision-making through the self management strategy (self adjustment dimension) and job definition (cognitive dimension).Therefore, in the background of internet data, effective using network and database to analyze the behavior of college students, can help students make decision-making better. At the same time, it will improve the performance management in colleges and universities

Keywords: College students; online survey; Management performance; Education network

1. Introduction

With the advent of the information age, higher education has been further expanded in the field of personnel training, the creation of new knowledge, the development of scientific knowledge and social services. With the rapid development of information technology, social economy, technology development has accelerated the trend of internationalization, globalization and integration. In recent years, the continuous expansion of domestic university also resulted in the sharp increase in the number of graduates, higher education from "elite" to "popular". Various reasons make the employment situation of university students is not optimistic, the employment problem of graduates more and more eye-catching. At the same time, facing the employment increasing autonomy, how does the individual according to the needs of the market combined with personal traits reasonably determine to enter or change career, has become a problem we have to seriously consider. Therefore, it is very important to have the problem of career decision making [1]. High school students to receive higher education group, theory should be with by rational decision-making ability, in line in order to solve decision can choose to own and income for the selected item. Science and However, for the large student research, high school students in a row for decision science thinking test is less, blindness and randomness is high, in adapting a environment after, they don't want to make a change, namely we through often said security in current. The study on the learning of the students in the present study shows that the learning of the students in the present study is significantly lower than that of the students in the high school. ANN in the students encountered problems, will not find asked problem solving all to plan, as the pre measurement and evaluation of each case and according to the goal of degree than is the case, but is more prone to looking for to a program will stop the search check cable.

Help high school students to recognize self body must strategy deviation, can enough to help him in the days after the line to decide policy in consciousness can be to present the deviation, obstacle free by the current deviation to the loss of lost.

High school students are in line to choose optional mode of development and a rotor type stage, from the sense of sexual selection to rational choice, from the ideal of choice to solid choose the key stage. We need to help the students to make a positive decision, and we need to have a certain understanding of the decision making. At the same time, to high school students in different types of decision in the decision situation ANN in the heart and machine system is no save in difference in deep into the discussion, to our country university students for decision-making characteristics have more deep into the solution, to cultivate science and life science mode provided for a set of views, so with a certain practical value. Is in this background, this study from the four dimensions of personality dimensions (decision making style), self regulation dimensions (self management strategies, cognitive dimensions (job definition), behavioral dimensions of career decision-making difficulties) starting, systematic research analysis the current college students career decision-making.

2. Literature Review

2.1. Decision Making Behavior

Cantor(2012) pointed out that career decision-making difficulties has been subject of concern of career psychology [2], at home and abroad on career decision-making difficulties usually defined from three perspectives: first of all, career decision-making difficulties is usually encountered by decision makers in the career decision-making process, is in a pending state of career decision-making of individual face specific problems. Such as: career decision-making difficulty is the individual has no ability to choose or commitment to a special, is about to prepare or enter a specific career action process. Alain (2014) pointed out that decision-making difficulties is refers to the individual in making career decision-making process may encounter various problems [3], these problems mainly from the two parties impact behavior of decision makers: block individuals to make decision or the decision is not optimal decision of career decision-making difficulties exist in is due to lead to some knowledge, lack of ability, therefore, it can be solved by learning. Such as: the essence of career decision-making difficulties is not satisfied with the decision, or is due and career related learning experience is not enough, or because the individual has not learned or by using the method of relay intercropping of career decision-making system as a result of a decision state. Levente (2014) pointed out that style Decision is the decision maker to think and react to the problem, and the way to deal with the pressure [4]. Nicholas (2014) pointed out that decision making style is the habit of making a decision, is for acceptance or response decision making task of personal characteristics model, managers in decision making, problem solve and reflected in the ability to organize and interact with other people [5]. Decision making style is mainly used to define the individual how to think about the environment and the different types of decision making, so it can be used to predict the different decision-making behavior. Decision - making style can reflect the spirit of a decision maker, but also can reflect a person's value system.

Chen and Kou (2014) pointed out that job definition should also include two aspects: job search to find work, and they are going to get a job at what point in time, it is from the goal setting theory to guide them [6]. McGready (2013) that goal is a man want to reach the target through four mechanisms to influence behavior [7], guide the individual attention, maintain for a period of time of efforts to increase the sustainability and motivation, personal development can reach the goal of strategy; and clear and a bit sleepy. The difficult goal will lead to better performance, which is because the target has a

guide behavior and increase the degree of focus on the characteristics of the.Thomas (2013) pointed out that research study now, let people form state is the most effective method of something or something so he would feel self possession [8], there has been as active member of cognition to action and non line is usually not considered known as and and letter to read the relevant. We will be more vivid and more deeply engraved, and we will make the line of self action as a push up. Hasan (2013)pointed out that people will concern a things and other similar[9], to push off the one thing and the two things like, will lead to similar, familiar with the mode used to push off the mode, and do not test into account this kind of mode of repetition probability, which is known as generation table open hair.Christine(2010) pointed out that in some situations, decision makers will from the angle of the third party to treat the had to decision, and from to policy to push off his right attitude and bias[10], ran after use and the decision policy situation that he would will lead to the decision for to guide future decisions, and now the current deviation.

Gillespie (2010) research discovery in recognition of special knowledge on high cognitive closed to the body bias current options [11], the so-called high cognitive closed need to refer to a body likes uncertainty of the situation, and in the line of thought and judgment inclination to use has the knowledge, when selecting the he chose items need to bear a certain risk, this is he who strongly avoided, so the high cognitive closed to incline to choose this option. In addition to this, never policy in turn changes options to pay efforts into this, the decision makers of the moving machine, the test will of ANN to shape deviation of the degree of impact. Albersheim(2010) and other studies show that different decision makers have different decision-making styles, and their decision-making styles affect their goal orientation, and then affect their risk decision-making process[12]. Early decision - making style is often applied to career development and professional behavior. In recent years, it has been paid close attention to in the field of decision making. But the present research mainly focuses on the definition and classification of decision style. At the same time, the researchers pay more attention to the research of the leader's decision making style, but also pay less attention to the common people's decision making style.

2.2. Online Education and Decision-Making

Johnson (2010) made the comprehensive article [13], as ANN in current deviation in the introduces, they will be in this deviation can be divided into two categories: internal source of security in and outside source of security in current, source of security in this shape is refers to the individual choose to maintain a state to self has a body within the Ministry. Dymova and Sevastjanov (2010) in the form of group psychological counseling on 15 students were two months of counseling, results showed that the control group and the experimental group before treatment, the difference was not significant[14]. Therefore, this study suggests that group counseling can effectively improve coping skills and improve the decision-making skills of the career. Michel(2010) analyze college students in career choice all the difficulties that may be encountered in the process[15], mainly including the lack of motivation, false belief, hesitation, self and it is difficult to know how, professional and vocational awareness difficulties, difficulties in the decision-making process, lack of information the way diameter, and significant others of conflict, and so on

Through the research on the career decision-making difficulties of senior high school students, they found 5 types of outstanding types: the type of the type: the type of the model, the type of hesitation, the wrong belief, the motivation is not enough, the good should be. Chen through the establishment of an independent career decision-making difficulties table study found that career decision-making difficulties including four dimensions: explore career information, career self exploration, career exploration and career goals determine. So that, the dimensions of career decision-making difficulties

understanding has been reached consensus is: career decision making difficulties is a multi dimension variables, by original single cognitive orientation to later cognitive emotion orientation, and to develop the cognition, emotion, ability, personality and other factors integration to be recognized.

3. Decision-Making Model of College Students' Network Learning

3.1. Research Object

The questionnaire survey of four universities in Beijing, a questionnaire 480, recycling questionnaire, 480, after checking out answer complete 9, a total of 471 effective questionnaires were. The effective rate was 98%.

Table 1. The Statistics Analysis of Questionnaire Respondents

Characteristics	classification	number	percentage
Gender	male	210	44.6
	female	261	55.4
Grade	freshman	138	29.2
	sophomore	150	31.8
	Junior	183	38.8
Family residence	city	284	60.2
	rural	187	39.8
Parents participate	yse	130	27.6
	no	341	72.3

For better for the following research, we first according to evaluation standard of GDMS calculated every decision the scores in each decision style, in order to determine the decision making styles. According to the research of previous research, the individual has a major decision-making style, and there are second kinds of decision-making styles. Accordingly, we believe that the decision makers in the decision-making behavior, the main position of the decision-making style of their behavior have an important impact on the behavior. We determine the decision making style of the decision making in the following criteria: (1) the highest score of four decision styles; (2) the highest score in this style. By statistical analysis in 760 subjects, rational decision makes style for 425 people, intuition - impulse decision making style and 130 people, dependent decision-making style 107 people, to avoid decision-making style 98 people.

3.2. Questionnaire Design

Refer to previous literature; we make the questionnaires with a total of five test problems, using Likert five assessment scoring method. From the 1 representatives are very disagree, to the 5 very much agree with the score, the higher the score, the higher the job definition. Then we revise this questionnaire, questionnaire consisted of three subscales: lack of preparation (lack of career planning, irrational beliefs, indecision); information exploration difficulties (lack of career information, lack of self information, the lack of information about the social environment, access to information channels); conflict (external conflict and internal conflict, emotional discomfort), every difficulty by 3 - 5 projects constitute, 35 items, the internal consistency reliability 0.915. Answer take Richter 5 point scoring method, 1 said described the difficulties and has nothing to do with; (2 points) described the difficulties and their basic does not conform to; 3 represent described the difficulties between basically does not comply with and conforms to the basic between, said it was not clear; 4 point described the difficulties with their own accords with; 5 said described the difficulties and they fully meet. The higher the score, it

means the more difficult When the score is between 2.0 3.0, indicating that the difficulty level is at the medium level; were lower than the score of 2.0 indicates that encounter less difficulty; scores higher than 3.0, indicating that relatively more difficulties. Using SPSS19.0 to carry out basic statistical analysis, the structural equation model was constructed by using AMOS7.0 structural equation modeling software.

3.3. Information Entropy

In this paper, we use information entropy model to build evaluation model, according to the Boltzmann entropy formula as:

$$E = k \ln^{\Omega} \tag{1}$$

In formula 1, k is the Boltzmann constant, Ω is the arrangement of molecules in the system.

$$\Omega = \frac{(n_1 + n_2 + \cdots + n_m)!}{n_1! \cdot n_2! \cdot \ldots \cdot n_m!} = \frac{\left(\sum_{i=1}^{m} n_i\right)!}{n_1! \cdot n_2! \cdot \ldots \cdot n_m!} \tag{2}$$

According to the formula 1, it is concluded that entropy of the system:

$$E = k \cdot \sum_{i=1}^{m} n_i \ln^{\sum n}_{i=1} - (n_1 \ln^{n_1} + n_2 \ln^{n_2} + \cdots n_m \ln^{n_m}) \tag{3}$$

So that, the unit entropy in system is:

$$e = \frac{E}{m \sum_{i=1}^{m} n_i} = -k \cdot \left[\frac{n_1}{m \sum_{i=1}^{m} n_i} \ln \sum n_1 + \frac{n_2}{m \sum_{i=1}^{m} n_i} \ln \sum n_2 + \cdots \frac{n_m}{m \sum_{i=1}^{m} n_i} \ln \sum n_i \right] \tag{4}$$

Unit entropy function of the system can be obtained:

$$e = -k \sum_{i=1}^{m} y_i \ln^{y_i} \tag{5}$$

In the process of the calculation of information entropy, constant K is related to system sample m, according to the information entropy of disorder limit value as e=1 can be concluded that when $k = (\ln^m)^{-1}$.

4. Empirical Analysis

4.1. Statistical Analysis of Variables

We analyzed the results of the questionnaire, and the college students' career decision-making was shown in Table 2. From Table 2,it shows that the average value of the job is 15.04;the mean value of 31.21; the mean value of information exploration is 33.28 ;the mean of conflict is 31.22; the average value of career decision-making difficulties is 95.72 ;the mean value of decision making style is 21.29;the mean value of the selectivity is 6.79; the mean value of loss is 9.24; the mean value of Optimization is 8.01; the mean of compensation is 7.97;the mean value of self management strategy is 32.02

Table 2. Mean and Standard Deviation of Main Variables (N = 425)

Variable	M	Sd
Job definition	15.04	2.19
Lack of preparation	31.21	7.14
Information discovery	33.28	6.99
Conflict between	31.22	6.22
Career decision-making	95.72	18.02
Decision-making styles	21.29	1.78
Selective choice	6.79	2.63
Based on the loss of choice	9.24	2.04
To optimize the	8.01	2.17
The compensation	7.97	2.23
Self management strategy	32.02	6.50

We analyze the specific performance of College Students' career decision-making difficulties and other variables. Taking into account a number of demographic variables may affect decision style, self management strategies, job clarity and career decision-making difficulties, so the first analysis the effect of demographic variables on them, as shown in Table 3.

Table 3. The Grade Differences Analysis

variable	sum of squares (Between)	Degrees of freedom (Between)	mean square (Between)	sum of squares (Within)	Degrees of freedom (Within)	mean square (Within)	F
Job definition	1.12	2	0.559	2039.20	400	4.83	0.116
Lack of preparation	19.47	2	9.73	2159.47	400	51.16	0.19
Information discovery	47.34	2	23.67	2001.22	400	49.06	0.48
Conflict	5.34	2	2.67	1634.43	400	38.80	0.069
Decision-making styles	6.16	2	3.08	1332.82	400	3.158	0.98
Selective choice	9.21	2	4.61	2922.57	400	6.92	0.67
loss of choice	9.22	2	4.61	1748.30	400	4.14	1.113
optimization	4.00	2	2.00	1992.95	400	4.72	0.423
compensation	30.11	2	15.06	2078.61	400	4.93	3.06*

4.2. The Influence of Parents' Participation in Decision-Making to the Student

The study of the Communist Party of China involves big one, big two, big Sankyo three grade students. The students of different grades of variance analysis was performed to study the. The results show that the students of different grades of present significant difference in self management strategies of compensation strategy (c). For its further comparison, two (M=8.21) three (M = 7.37) of the students in the self management strategies on the selection of compensation strategies ($P < 0.05$). At the same time, the difference of grade factor in other variables is not significant.

The results were compared with the scores of two types of decision making, self management strategy, job definition and career decision-making difficulties. Table 4

shows that whether parents are involved in college students career decision-making, to college students in self control strategy optimization strategy and career decision-making difficulties information exploration dimension score caused a significant difference. But there is no significant difference in the decision making style, self management strategy, job definition and other dimensions of career decision-making difficulties.

Table 4. Analysis of the Situation of Parents' Participation

Variables	Whether parents to participate	average	standard deviation	T value
Job definition	yes	15.10	2.11	0.63
	no	14.96	2.30	
Lack of preparation	yes	31.15	6.94	-0.21
	no	31.30	7.43	
Information exploration	yes	32.64	6.94	-2.25
	no	34.18	6.99	
Conflict contradiction	yes	31.22	6.31	-0.19
	no	31.23	6.09	
Decision making style	yes	21.36	1.80	1.00
	no	21.19	1.74	
Selective choice	yes	6.97	2.51	1.59
	no	6.55	2.78	
Loss of choice	yes	9.39	1.97	1.83
	no	9.03	2.11	
Optimization	yes	8.26	2.15	2.84**
	no	7.66	2.16	
Compensation	yes	8.14	2.15	1.79
	no	7.75	2.32	

4.3. Pearson Correlation Analysis

In order to further explore the hypothesis in decision-making style, self management strategies, clarity of job searching and career decision-making difficulties of relationship, the variables of the study of the four dimensions do correlation analysis, Pearson correlation analysis was used to analyze, and the results are shown in Table 5.

Table 5. The Correlation Matrix between the Variables

	ES	LBS	O	C	SOC	CCD	R	L	I	CDD
ES	1.00									
LBS	0.328**	1.00								
O	0.464**	0.355**	1.00							
C	0.212	0.361	0.399	1.00						
SOC	0.734	0.688	0.769	0.675	1.00					
CCD	0.114	0.164	0.120	0.099	0.154	1.00				
R	-0.247	-0.159	-0.263	-0.162	-0.293	-0.112	1.00			
L	-0.177	-0.098	-0.227	-0.177	-0.236	-0.098	0.738	1.00		
I	-0.220	-0.098	-0.201	-0.110	-0.225	-0.108	0.667	0.612	1.00	
CDD	-0.242	-0.132	-0.262	-0.171	-0.285	-0.110	0.913	0.892	0.847	1.00

In Table 5, ES represent a selective choice, LBS represent loss of choice, O represent for optimization strategy, C represents the compensation strategy, SOC represents self-management strategies, CCD represent job definition, R represent the lack of preparation, L represents information search, I represent conflict, CDD represent career decision-making difficulties; * P < 0.05, **p < 0.01 .From Table 5, it shows that self management strategies of four dimensions (selective, based on the loss of choice, optimization strategies, compensation strategies), clarity of job searching, career decision making difficulties of three dimensions (lack of preparation, information search, conflict) there is significant correlation between.

In this study, the relationship between these variables is analyzed by using structural equation model. Using AMOS7.0 statistical software to analyze the 3 models in the research hypothesis. In the evaluation of the rationality of the model, we must check the multiple index, in general, the measure of the model is good or bad:

(1) $\chi 2$ (Chisquare) test. But this index is vulnerable to the effects of sample size, a large number of samples, chi square was almost refused to all the model better fit. So generally used chi square 2/df as an alternative test index, $\chi 2/df \leq 5$ means model can accept; $\chi 2/df < 2$ said model fitting is very good; $\chi 2/df > 10$, shows model is very bad.

(2) approximations are root mean square error of RMSEA (root mean square error of approximation), sample size has little effect on the index, Steiger (1990) argues that, RMSEA<0.1, said fitting model is acceptable; RMSEA<0.08, said model fit better. RMSEA<0.05, model fitting is very good; less than 0.01 said very good fitting, but the situation in the application almost touch the.

(3) the goodness of fit index GFI (goodness of fit index), adjusted goodness of fit index AGFI (Adjust-Goodness of fit index), Fu normed fit index NFI (Normed fit index (), comparative fit index CFI (comparative fit index), TLI (Tucker-lewis index) their values generally above 0.9, said fitting model better, the more close to fit better.

Table 6. Fitting Degree of Model

model	$\chi 2$	df	$\chi 2/df$	RMSEA	GFI	AGFI	TLI	CFI	NFI
M1	323.550	116	2.789	0.065	0.916	0.889	0.881	0.898	0.851
M2	311.708	114	2.734	0.064	0.920	0.893	0.884	0.903	0.857
M3	349.403	116	3.012	0.069	0.913	0.886	0.881	0.885	0.839

From Table 6, we can get that three model fitting index all reached the goodness of fit conditions of the model. The three hypotheses model fitting index were compared, found that assumption 2 model (M2) fitting better. Relatively than Ml M2 and M3 saved two degrees of freedom, and the fitting index is superior to other two models. So, we think the M2 is a better model, namely, decision-making style (personality dimensions) through self management strategy (self-regulation dimensions) and job definition (cognitive dimensions) and indirect effects of career decision-making difficulties (dimension); At the same time on different self management strategies used by college students differences also affect the job definition.

4.4. Discussion of Empirical Results

Rational style pay attention to understand the information collected, serious investigation and optional, optional logical and methodical evaluation, relatively, more not easy by the interference of other external factors. However, due to the current study and discussion of the decision making style in the demographic variables is relatively lacking. First, for the use of self management strategies. There were significant differences in the choice of compensation strategies between two and three students in

grade one. This should be related to the three students began to face career choice. Secondly, the gender differences in the self management strategy is not significant. Whether parents participate in the career decision-making of college students, the university students in the self management strategy of the optimization strategy on the score caused a significant difference. Optimization is the process of acquiring, improving, coordinating and maintaining the means or resources that can effectively achieve the desired results, and to avoid the non expected results, is the development of growth. In the process to achieve the goal to seize the right time and focus to achieve the goal, constantly acquire new skills or resources, reasonable allocation of resources, to imitate the success of others and the target realization of process monitoring, or part of the target to realize time delay delayed satisfaction is a typical performance optimization. Obviously, the participation of the parents in the professional decision-making has promoted the development of the college students.

5. Conclusion

Through the analysis found that college students' decision-making style, job definition in gender, grade, family residence, whether the one-child, whether parents to participate in decision-making on demographic variables such as there is no significant difference. In the study of college students' self management strategy, grade factors in the sophomore and junior students only appeared on the choice of the compensation strategy. Whether parents to participate in college students' career decision-making, to college students score on the optimization strategy of self management strategy has caused significant differences. Urban and rural students in the three dimensions of career decision-making difficulties were showed significant difference; An only child or not, whether parents participate in career decision-making difficulties of college students' career decision-making in information explore dimensions exist significant differences. College students' decision-making style through self management strategy and job definition and indirectly affect the onset of career decision-making difficulties; at the same time on different self management strategies used by college student's differences also affect the job definition.

Through information technology to improve college students' decision making, this study enrich career decision-making difficulties, from the perspective of the relationship between personality and career decision-making difficulties of career decision-making difficulties of better understanding, this is the urgent need of professional psychology development in our country. Since the 20th century, occupational psychology began to focus on individual career decision problem, has experienced from the professional pending, hesitate to emphasize job matching, emphasizes the decision makers of self-efficacy, the focus of the present study has turned to the career decision-making difficulties and different decision-making style, the evolution strategy. With the establishment of the new employment system in our country, presents the diversification and complication of university students' employment problem. However, the domestic study of career decision-making difficulties is few, and most studies focused on the study of career decision-making difficulties of structural elements, such as through the revision of the questionnaire to study the structure of career decision-making difficulties elements and so on. Throughout most of existing research, the domestic has formed several sets of measuring tool suitable to China's cultural tradition, so using existing reliable tools for related research. In practice, the science localization, measurement tools, understand decision-making style of contemporary college students in China, self management strategies, clarity of job searching and career decision-making difficulties characteristics, for the vocational college student's psychological counseling and mental health education to provide scientific basis and guiding. Secondly, the use of scientific and indigenous measurement tools to understand the decision-making style of college students, self-management strategies, clarity of job searching and career decision-making difficulties

characteristics, so as to strengthen the employment guidance of college students, to promote the cultivation of vocational college students psychological quality, improve the self management performance.

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